

Message Text

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ACTION EUR-25

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FM AMEMBASSY THE HAGUE

TO SECSTATE WASHDC 1188

INFO AMEMBASSY BRUSSELS

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DEPT PASS LABOR

E. O. 11652: N/A

TAGS: ELAR, NL

SUBJECT: COMPROMISE ON COLLECTIVE LABOR AGREEMENT
IN METAL TRADES

REF: THE HAGUE 1630

1. SUMMARY: UNIONS AND EMPLOYERS HAVE REACHED
PROVISIONAL COMPROMISE ON COLLECTIVE LABOR AGREEMENT
TO SERVE AS MODEL FOR NEGOTIATIONS IN METAL TRADES.
AGREEMENT COMES ONLY FEW DAYS BEFORE STRIKES IN METAL
TRADES SCHEDULED TO RESUME. UNIONS MADE SIGNIFICANT
CONCESSION, SINCE THERE IS NO MAXIMUM WAGE BEYOND WHICH
COMPENSATION FOR PRICE INCREASES WILL NOT BE PAID
EMPLOYERS, HOWEVER, AGREED TO PERCENTAGE COMPENSATION
DIFFERENCES FOR VARIOUS INCOM CATEGORIES.
END SUMMARY

2. LATE APRIL 26 EMPLOYER REPRESENTATIVES AND
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INDUSTRIAL WORKER UNIONS OF NVV, NKV AND CNV REACHED

PROVISIONAL AGREEMENT ON NEW COLLECTIVE LABOR AGREEMENT (CAO) WHICH WILL SERVE AS MODEL FOR AGREEMENTS IN METAL TRADES. UNION ABANDONED DEMAND FOR LIMITATION ON PRICE COMPENSATION FOR WORKERS IN HIGHER PAID CATEGORIES. EMPLOYERS AGREED THAT THERE WILL BE DIFFERENT PERCENTAGES OF COMPENSATION FOR PRICE INCREASES ACCORDING TO SALARY LEVEL. PROVISIONAL PLAN PROVIDES 1 PERCENT COMPENSATION FOR COST OF LIVING INCREASES FOR WORKERS EARNING LESS THAN 28,000 GULDERS. WORKERS IN THE 28,000-34,000 GUILDER CATEGORY WILL GET 1/2 PERCENT. THOSE MAKING 34,000 AND ABOVE WILL RECEIVE 1/4 PERCENT COMPENSATION. PROVISIONAL AGREEMENT ALSO PROVIDES FOR INDEPENDENT STUDY OF ENTIRE QUESTION OF PRICE COMPENSATION. BY END OF 1973. THERE WILL BE RETROACTIVE COMPENSATION IF STUDY REVEALS PERCENTAGES IN CAO INADEQUATE.

3. INDUSTRIAL WORKERS PRESIDENT GROENEVELT INDICATED HE WAS SATISFIED WITH PROVISIONAL SETTLEMENT BUT DECLINED FURTHER COMMENT UNTIL HE HAD OPPORTUNITY TO PRESENT AGREEMENT TO HIS RANK AND FILE. GROENEVELT WILL RECOMMEND MEMBERSHIP ACCEPT AGREEMENT. NKV INDUSTRIAL WORKERS PRESIDENT BRUSSEL WAS LESS PLEASED WITH AGREEMENT THAN HIS NVV COUNTERPART BUT INDICATED HIS RANK AND FILE WOULD PROBABLY ACCEPT IT.

4. COMMENT: AGREEMENT BETWEEN WORKERS AND EMPLOYERS COMES AFTER MARATHON ROUND OF DISCUSSIONS INITIATED AFTER PLEA BY CHAIRMAN OF SOCIAL ECONOMIC COUNCIL DR. DE POUS. WHILE UNIONS MADE SIGNIFICANT CONCESSION IN ABANDONING DEMAND ON LIMITATION ON SALARY FOR WHICH PRICE COMPENSATION PAID, EMPLOYERS ALSO MADE SIGNIFICANT CONCESSION BY AGREEING TO UNION'S CATEGORIZATION OF EMPLOYEES AND APPLICATION OF PERCENTAGE PRINCIPLE. PROVISIONAL AGREEMENT, WHILE NOT " BREAK-THROUGH" GROENEVELT HAD BEEN PUSHING, REPRESENTS SIGNIFICANT STEP IN DIRECTION OF INCOMES POLICY TRADE UNIONS ARE PUSHING FOR. NVV DIRECTOR OF INTERNATIONAL UNCLASSIFIED

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AFFAIRS TOLD EMBOFF APRIL 27, AGREEMENT IS " GOOD COMPROMISE" BUT SUSPECTS BOTH EMPLOYERS AND UNION LEADERSHIPS MAY ENCOUNTER DIFFICULTY IN SELLING IT TO THEIR MEMBERS. END COMMENT. MIDDENDORF

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